



**MEETING MINUTES OF THE
PUBLIC SAFETY, FINANCE AND STRATEGIC SUPPORT COMMITTEE
AND MEETING OF THE WHOLE**

SAN JOSE, CALIFORNIA THURSDAY, SEPTEMBER 21, 2023

The Public Safety, Finance and Strategic Support Committee Meeting was held in a hybrid format, in the Council Chambers and from remote locations. The meeting convened at 1:30 p.m.

Present: Councilmembers - Jimenez, Doan, Kamei, Torres, Batra.

Absent: Councilmembers - All present.

Staff: Assistant City Manager, Lee Wilcox; Senior Deputy City Attorney, Terra Chaffee; Council Policy and Legislative Director, Mayor’s Office, Sara Garcia; and Deputy City Clerk, Yasmin Johnson.

B. Review of Work Plan

1. Committee Work Plan for August 2023 to December 2023 and Draft Work Plan for January 2024 to June 2024.

Public Comments: (*Zoom speakers*) Blair Beekman and Paul Soto provided public testimony regarding the item.

Motion: Upon motion by Councilmember Omar Torres, seconded by Vice Mayor Rosemary Kamei, and carried unanimously, the Committee accepted the work plan for August 2023 to December 2023 and Draft Work Plan for January 2024 to June 2024. (5-0.)

C. Consent Calendar

None provided.

D. Reports to Committee

1. Police Department Operations and Performance Bi-Monthly Status Report.

Lieutenant, San José Police Department, Paul Hamblin and Bureau of Investigations, San José Police Department, Captain, Jason Dwyer offered the presentation and responded to questions.

Public Comments: (*Zoom speaker*) Paul Soto provided public testimony regarding the item.

Motion: Upon motion by Councilmember Omar Torres, seconded by Councilmember Arjun Batra, and carried unanimously, the Committee accepted the verbal bi-monthly status report on Police Department operations and performance in the areas of city-wide crime statistics, crime trends, emerging issues, gender-based violence, police redistricting efforts, the effectiveness of the GHOST (Gun and Hazardous Offender Suppression Team) Unit and other matters of interest, as needed. (5-0.)

2. Response to Report - San José Police Department Data Analysis and Gender Action Plan by the Social Justice and Innovation Research Lab, Askew School of Public Administration and Policy, Florida State University.

Director, Office of Racial Equity, Zulma Maciel and Lieutenant, San José Police Department, Paul Hamblin offered the presentation and responded to questions.

Motion: Councilmember Omar Torres moved approval of the Police Department's response to the San José Police Department Data Analysis and Gender Action Plan report. The motion was seconded by Councilmember Bien Doan.

Friendly Amendment: Vice Mayor Rosemary Kamei requested the following Friendly Amendment: that Staff look into initiatives regarding the 30% by 30 to measure that the City is moving towards the goal of gender equity. The friendly amendment was approved by the maker of the motion and seconder.

Action: On a call for question, the motion passed unanimously, the Committee approved the Police Department's response to the San José Police Department Data Analysis and Gender Action Plan report, *including staff direction to look into initiatives regarding the 30% by 30 to measure that the City is moving towards the goal of gender equity.* (5-0.)

Councilmember Arjun Batra entered a yes vote verbally for Item D.2

3. Police Department Recruitment and Hiring Activity Annual Report.

Lieutenant, San José Police Department, Mike Bui and Captain, San José Police Department, Steve Donohue offered the presentation and responded to questions.
(*Item Continued on the Next Page*)

D.3 (Cont'd.)

Motion: Upon motion by Councilmember Omar Torres, seconded by Councilmember Bien Doan, and carried unanimously, the Committee accepted the annual report on Police Department sworn and communications personnel recruitment and hiring activity for Fiscal Year 2022-2023, including recruiting climate, communication/ marketing activities and analysis, qualified applicant pool diversity, resignation data, and sworn demographic data by rank. (5-0.)

4. Workers' Compensation Program Annual Report.

Director of Human Resources, Director of Employee Relations, Jennifer Schembri; Assistant Director of Human Resources, Kelli Parmley; and Division Manager, Eric Fortes offered the presentation and responded to questions.

Action: Upon motion by Councilmember Bien Doan, seconded by Councilmember Arjun Batra, and carried unanimously, the Committee accepted the annual report on the City's efforts to contain workers' compensation costs and reduce claims for the Workers' Compensation Program by focusing on wellness, health, and safety through the end of Fiscal Year 2022-2023. (5-0.)

5. Recruitment, Hiring, and Retention Strategies Quarterly Status Report.

Employment Division Manager, Human Resources, Linh Le and Learning and Development Program Manager, Human Resources, Randi Perry offered the presentation and responded to questions.

Action: Upon motion by Councilmember Omar Torres, seconded by Councilmember Bien Doan, and carried unanimously, the Committee (a) accepted the quarterly status report on recruitment, hiring, and retention strategies and (b) approved to adjust the frequency of recruitment, hiring, and retention updates to biannual. (5-0.)

6. City Manager's Office of Emergency Management Work Plan Priorities Annual Report.

Director, Raymond Riordan and Deputy Director, Jay McAmis offered the presentation and responded to questions.

Public Comments: (*Zoom speakers*) Blair Beekman and Paul Soto offered public comment regarding the item.

Action: Upon motion by Councilmember Arjun Batra, seconded by Councilmember Bien Doan, and carried unanimously, the Committee accepted the annual report on the City Manager's Office of Emergency Management Work Plan priorities for Fiscal Year 2022-2023, including an update on efforts to improve resiliency in responding to disasters. (5-0.)

OPEN FORUM

1. Blair Beekman spoke to the tragic 9/11 incident and addressed a member of the public's comment.

ADJOURNMENT

Councilmember Sergio Jimenez adjourned the Public Safety, Finance and Strategic Support Committee Meeting at 4:30 p.m.

Minutes Recorded, Prepared, and Respectfully Submitted by,

DRAFT

Yasmin Johnson
Deputy City Clerk, City of San José

Approved at Council on:

Attest By:

Toni J. Taber
CMC City Clerk, City of San José

